WELCOME

Welcome to Indiana and to the Leadership Training Weekend, Triangle's officer education program! Over the next couple days you'll spend time making new friends, discussing ideas and issues, meeting staff and national officers and, I hope, thinking about how you can apply what you've learned to make your chapter stronger.

LTW is an investment in our chapter/campus leaders, offering tracks in the areas most critical to chapter success so that you can learn, return to your chapters and lead. Don't just leave behind the energy and enthusiasm you find here; take it back! A good idea introduced and executed is far more valuable than a great idea never acted upon.

Many of the resources used this weekend will be available to you and your members after the weekend is over. Share what you've learned here – make sure your other chapter officers have access to you and these materials. Keep in touch with the peers at other campuses – they do what you do and can be a great support system.

Finally, build a partnership with the staff and volunteers who support our chapters every day. This network of ideas and excitement is one of Triangle's most valuable assets. All chapters do essentially the same things to operate, just with different people. Utilize those who have worked with chapters for years to help you make better decisions.

The last few years have been difficult for fraternities. Because of incidents and tragedies, many students are coming to campuses with even greater cynicism about the value of fraternity. The best way to counter stereotypes is to operate at a higher level. Grades, graduation rates and great jobs are what we should be doing better than others.

Triangle is the only men's STEM fraternity experience and offers an important support system for men pursuing STEM degrees. This must be a primary theme in our recruitment discussions, to attract the men we need to succeed. You will see more from us to support this theme, but our recruitment website (jointriangle.org) has a wealth of resources you can use right now.

Further, we can no longer depend only upon IFC rush processes. Successful chapters have strong relationships with the dean and faculty of the colleges from which our members come. We must be more visible to students in those colleges and have the trust of faculty and administrators to recommend Triangle to their students.

Enjoy your time in Indiana and start now to plan a return July 17-20 for Convention 2019 downtown at the Hyatt Regency!

Tom Pennington, Executive Director

STAFF DIRECTORY

FRATERNITY		
Name	**Position**	**Email**
Tom Pennington	Executive Director	tom@triangle.org
Drew Hopson	Director of Chapter Services	drew@triangle.org
Augie Farwig	Director of Chapter Growth	augie@triangle.org
Rhonda Halcomb	Director of Operations	rhonda@triangle.org
Connie Sieferman	Administrative Assistant	connie@triangle.org
Shirley Humble	Administrative Assistant	adminasst@triangle.org
Ariel Tarosky	Director of Education/Comm.	ariel@triangle.org
TRIANGLE BUILDING & HOUSING CORP.		
Name	**Position**	**Email**
Michael Fouts	Executive Director	mfouts@trianglebhc.org
Polly Courtot	Director of Business Ops.	admin@trianglebhc.org
TRIANGLE EDUCATION FOUNDATION		
Name	**Position**	**Email**
Scott Bova	President	sbova@triangle.org
Aaron Girson	Vice President	agirson@triangle.org
Amy Buchheit	Sr. Director of Development	abuchheit@triangle.org
Kathy Elliot	Administrative Assistant	kelliott@triangle.org

triangle fraternity

ENGINEERS | ARCHITECTS | SCIENTISTS

"In order to have a better world, we must first have a world of better men."
- Herb Scobie minn32

Triangle Fraternity
120 S. Center Street | Plainfield, Indiana 46168-1214
(317) 837-9640

"Tell me and I'll forget show me and I may remember. Involve me and I learn."

\- Benjamin Franklin

Friday January 18, 2019	
Time	Session
4:00 - 11:00 p.m.	Check-in open
5:00 p.m.	LTW kick-off & welcome
5:30 - 6:30 p.m.	Dinner
6:30 - 7:00 p.m.	Announcements & updates
7:00 - 9:00 p.m.	Round tables part 1
9:00 - 11:00 p.m.	Officer tracks
9:00 - 9:30 p.m.	Session 1: Introductions & icebreakers
9:30 - 9:45 p.m.	Session 2: Weekend overview & expectations
9:45 - 10:15 p.m.	Session 3: Defining leadership
10:15 - 11:00 p.m.	Session 4: Defining service

Saturday January 19, 2019	
Time	Session
8:00 - 9:00 a.m.	Breakfast
9:00 - 10:00 a.m.	Round tables part 2
10:00 - 12:00 p.m.	Officer tracks
10:00 - 10:20 a.m.	Session 5: 6 qualities of service learning
10:20 - 11:00 a.m.	Session 6: 5 critical elements of meaningful service
11:10 - 12:00 p.m.	Session 7: History of Leadership Advantage
12:00 - 1:00 p.m.	Lunch
1:00 - 2:00 p.m.	Round tables part 3
2:00 - 5:00 p.m.	Officer tracks

Saturday January 19, 2019	
Time	Session
2:00 - 2:45 p.m.	Session 8: LA time-line
2:45 - 3:30 p.m.	Session 9: Program execution
3:40 - 4:10 p.m.	Session 10: Introducing Triangle to FIRST
4:10 - 4:40 p.m.	Session 11: FIRST: Ways to help
4:40 - 5:00 p.m.	Session 12: FIRST: TEF Support
5:00 - 6:00 p.m.	Dinner
6:00 - 6:30 p.m.	Announcements
6:30 - 7:00 p.m.	TEF Thank You Letter Writing
7:00 - 11:00 p.m.	Officer tracks
7:00 -7:30 p.m.	Session 13: Top 10 qualities of a successful event manager
7:30 - 8:00 p.m.	Session 14: Project management
8:00 - 8:30 p.m.	Session 15: Delegation is key
8:30 -9:20 p.m.	Session 16: Stakeholder engagement
9:20 - 10:00 p.m.	Session 17: Parking lot items
10:00 - 11:00 p.m.	Treats & Talks with National Council

Sunday January 20, 2019	
Time	Session
8:00 - 10:00 a.m.	Officer tracks
8:00 - 10:00 a.m.	Session 18: Marketing & promotion
10:00 - 11:00 a.m.	Brunch
11:00 - 12:00 p.m.	General Speaker
12:00 - 12:30 pm.	Wrap up & final announcements
12:30 p.m.	Dismissal

Code Of Ethics

As a member of Triangle, I recognize my obligation to:

1.
Observe the Fraternity as set forth in the Ritual;

2.
Accept cheerfully my full share of any task, however menial, involved in maintaining a chapter home;

3.
Preserve and promote the chosen ideals of my Fraternity;

4.
Pay all personal bills promptly and always live within my means;

5.
Help create in my chapter home an environment in which enduring friendships may be formed;

6.
Maintain a creditable scholastic record.

7.
Promote the welfare of my profession;

8.
Maintain my self-respect by proper conduct at all times;

9.
Uphold faithfully the traditions and program of my Alma Mater;

10.
Pay the price of success in honest effort.

A LEADER
IS SOMEONE WHO
DEMONSTRATES
WHAT'S POSSIBLE.

Welcome

Thank you for joining us this weekend, for what we promise to be a thought-provoking, memorable, and of course, fun experience!

Leadership & Training Weekend is one of our four National events for active members and is designed to provide you as the executive board with the tools, resources, and knowledge to be able to elevate your chapter and create a culture of success.

Our time together this weekend will explore the nuts and bolts that are necessary to run a student organization. Furthermore, LTW will focus on building a framework of leadership which will not only help you in this role but beyond.

In order for you to get the most out of this weekend, we encourage you to be an active participant. So what exactly does that mean? Sit next to someone that you don't know. Use the gathering time and general sessions to continue your conversations. Ask questions. Take notes. Meet with staff and councilmen. Challenge each other. Be vulnerable. Share your thoughts, views, concerns, and goals.

Our best piece of advice would be to remember that your work doesn't end here. It is actually just beginning. Start thinking about what you want your legacy to be. What goals do you want to accomplish? What do you want to be known for? What do you want to inspire others to do? Hopefully this participant book and officer manual will help you to start thinking about those things.

Thank you for traveling to Indianapolis in January and spending the weekend with us. But most importantly, thank you for your commitment to Triangle. We are happy to have you.

Ariel Tarosky,
Director of Education & Communication

Expectations

What encouraged you to attend?

What are your expectations of yourself?

What are your expectations of others (i.e. Your executive board members, staff, advisors, facilitators)

What support do you need this weekend and throughout your term?

BE inspiring

OLD SCHOOL LEADERSHIP	NEW SCHOOL LEADERSHIP
Individualistic; only certain individuals can be an effective leader	Collaborative; everyone can be and is a leader
Leadership is a trait	Leadership is a behavior that can be practiced and learned
Clearly defined leaders and followers	Leadership is shared, and leaders and followers can often trade places
Power is given to positional leaders	Power is shared
Action is induced through command and control	Action is induced through the ownership of a shared vision
Maintaining the status quo is a priority	Creating and handling change are priorities

"LEADERSHIP IS A PROCESS THAT OCCURS WHEN SHARED VALUES FOSTER COLLABORATIVE RELATIONSHIPS THAT LEAD TO COLLECTIVE ACTION INTENDED TO ELEVATE AN ORGANIZATION, CAUSE, OR COMMUNITY."

Helping, Fixing or Serving?

By Rachel Naomi Remen

"Fixing and helping create a distance between people, but we cannot serve at a distance. We canonly serve that to which we are profoundly connected."

Helping, fixing and serving represent three different ways of seeing life. When you help, you see life as weak. When you fix, you see life as broken. When you serve, you see life as whole. Fixing and helping may be the work of the ego, and service the work of the soul.

Service rests on the premise that the nature of life is sacred, that life is a holy mystery which has an unknown purpose. When we serve, we know that we belong to life and to that purpose. From the perspective of service, we are all connected: All suffering is like my suffering and all joy is like my joy. The impulse to serve emerges naturally and inevitably from this way of seeing.

Serving is different from helping. Helping is not a relationship between equals. A helper may see others as weaker than they are, needier than they are, and people often feel this inequality. The danger in helping is that we may inadvertently take away from people more than we could ever give them; we may diminish their self-esteem, their sense of worth, integrity or even wholeness.

When we help, we become aware of our own strength. But when we serve, we don't serve with our strength; we serve with ourselves, and we draw from all of our experiences. Our limitations serve; our wounds serve; even our darkness can serve. My pain is the source of my compassion; my woundedness is the key to my empathy.

Serving makes us aware of our wholeness and its power. The wholeness in us serves the wholeness in others and the wholeness in life. The wholeness in you is the same as the wholeness in me. Service is a relationship between equals: our service strengthens us as well as others. Fixing and helping are draining, and over time we may burn out, but service is renewing. When we serve, our work itself will renew us. In helping we may find a sense of satisfaction; in serving we find a sense of gratitude.

Harry, an emergency physician, tells a story about discovering this. One evening on his shift in a busy emergency room, a woman was brought in about to give birth. When he examined her, Harry realized immediately that her obstetrician would not be able to get there in time and he was going to deliver this baby himself. Harry likes the technical challenge of delivering babies, and he was pleased. The team swung into action, one nurse hastily opening the instrument packs and two others standing at the foot of the table on either side of Harry, supporting the woman's legs on their shoulders and murmuring reassurance. The baby was born almost immediately.

While the infant was still attached to her mother, Harry laid her along his left forearm. Holding the back of her head in his left hand, he took a suction bulb in his right and began to clear her mouth and nose of mucous. Suddenly, the baby opened her eyes and looked directly at him. In

that instant, Harry stepped past all of his training and realized a very simple thing: that he was the first human being this baby girl had ever seen. He felt his heart go out to her in welcome from all people everywhere, and tears came to his eyes.

Harry has delivered hundreds of babies, and has always enjoyed the excitement of making rapid decisions and testing his own competency. But he says that he had never let himself experience the meaning of what he was doing before, or recognize what he was serving with his expertise. In that flash of recognition he felt years of cynicism and fatigue fall away and remembered why he had chosen this work in the first place. All his hard work and personal sacrifice suddenly seemed to him to be worth it.

He feels now that, in a certain sense, this was the first baby he ever delivered. In the past he had been preoccupied with his expertise, assessing and responding to needs and dangers. He had been there many times as an expert, but never before as a human being. He wonders how many other such moments of connection to life he has missed. He suspects there have been many.

As Harry discovered, serving is different from fixing. In fixing, we see others as broken, and respond to this perception with our expertise. Fixers trust their own expertise but may not see the wholeness in another person or trust the integrity of the life in them. When we serve we see and trust that wholeness. We respond to it and collaborate with it. And when we see the wholeness in another, we strengthen it. They may then be able to see it for themselves for the first time.

One woman who served me profoundly is probably unaware of the difference she made in my life. In fact, I do not even know her last name and I am sure she has long forgotten mine.

At twenty-nine, because of Crohn's Disease, much of my intestine was removed surgically and I was left with an ileostomy. A loop of bowel opens on my abdomen and an ingeniously designed plastic appliance which I remove and replace every few days covers it. Not an easy thing for a young woman to live with, and I was not at all sure that I would be able to do this. While this surgery had given me back much of my vitality, the appliance and the profound change in my body made me feel hopelessly different, permanently shut out of the world of femininity and elegance.

At the beginning, before I could change my appliance myself, it was changed for me by nurse specialists called enterostomal therapists. These white-coated experts were women my own age. They would enter my hospital room, put on an apron, a mask and gloves, and then remove and replace my appliance. The task completed, they would strip off all their protective clothing. Then they would carefully wash their hands. This elaborate ritual made it harder for me. I felt shamed.

One day a woman I had never met before came to do this task. It was late in the day and she was dressed not in a white coat but in a silk dress, heels and stockings. She looked as if she was about to meet someone for dinner. In a friendly way she told me her first name and asked if I wished to have my ileostomy changed. When I nodded, she pulled back my covers, produced a new appliance, and in the most simple and natural way imaginable removed my old one and replaced it, without putting on gloves. I remember watching her hands. She had washed them carefully *before* she touched me. They were soft and gentle and beautifully cared for. She was wearing a

pale pink nail polish and her delicate rings were gold.

At first, I was stunned by this break in professional procedure. But as she laughed and spoke with me in the most ordinary and easy way, I suddenly felt a great wave of unsuspected strength come up from someplace deep in me, and I knew without the slightest doubt that I could do this. I could find a way. It was going to be all right.

I doubt that she ever knew what her willingness to touch me in such a natural way meant to me. In ten minutes she not only tended my body, but healed my wounds. What is most professional is not always what best serves and strengthens the wholeness in others. Fixing and helping create a distance between people, an experience of difference. We cannot serve at a distance. We can only serve that to which we are profoundly connected, that which we are willing to touch. Fixing and helping are strategies to repair life. We serve life not because it is broken but because it is holy.

Serving requires us to know that our humanity is more powerful than our expertise. In forty-five years of chronic illness I have been helped by a great number of people, and fixed by a great many others who did not recognize my wholeness. All that fixing and helping left me wounded in some important and fundamental ways. Only service heals.

Service is not an experience of strength or expertise; service is an experience of mystery, surrender and awe. Helpers and fixers feel causal. Servers may experience from time to time a sense of being used by larger unknown forces. Those who serve have traded a sense of mastery for an experience of mystery, and in doing so have transformed their work and their lives into practice.

Rachel Naomi Remen, M.D. is Associate Clinical Professor of Family and Community Medicine at U.C.S.F. Medical School and co-founder and medical director of the Commonweal Cancer Help Program. She is author of the bestseller, *Kitchen Table Wisdom: Stories That Heal*.

Helping, Fixing or Serving?, Rachel Naomi Remen, *Shambhala Sun*, September 1999.

What is Service?

Why do we Serve?

Qualities of a Servant Leader

Servant Leadership

Values diverse opinions

Cultivates a culture of trust

Develops other leaders

Helps people with life issues

Encourages

Sells instead of tells

Thinks you, not me

Thinks long-term

Acts with humility

" **A GOOD LEADER**
MUST FIRST BECOME
GOOD SERVANTS "

Notes

6 Qualities of Service Learning

1. **Integrative**
   The service-learning experience goes beyond traditional ideas of classroom learning, practicum training or off-campus volunteering. Service-learning holistically integrates class learning objectives, faculty guidance, as well as community perspective and priorities. When engaged in genuine service students participate as both learners as community members. Students demonstrate success both academically and interpersonally.

2. **Reflective**
   The process of reflection is a core component of service-learning. Service-learning practitioners and researchers alike have concluded that the most effective service-learning experiences are those that provide structured opportunities for learners to critically reflect upon their service experience. Structured opportunities for reflection can enable learners to examine and form the beliefs, values, opinions, assumptions, judgments and practices related to an action or experience, gain a deeper understanding of them and construct their own meaning and significance for future actions." (Moon, 1999, as cited in Conner & Seifer, 2005)

3. **Contextualized**
   Service-learning provides students a unique opportunity to access knowledge and expertise that resides in the context of community. There is opportunity to connect the knowledge of a discipline, as explored in class, to the knowledge in practice, as evidenced in communities. Learning experiences in community settings immerse students in the unpredictable and complex nature of real world situations. Working alongside community members and experienced professionals, the opportunity to construct learning and responses can be immediate and uncontrived.

4. **Strengths-Based**
   Service-learning draws upon existing community strengths and resources, and honors community members and organizations as co-educators of students. Communities are never built from the outside in. A strength-based approach focuses on the capacity and expertise in every community, rather than on what is absent. By shifting away from a deficit mentality, students learn partnership strategies to identify and develop each community's unique strengths.

5. **Reciprocal**
   The service-learning relationship offers all parties involved some measure of benefits; it is a two way street. Students give time, talent and intellectual capital in order to gain a deeper understanding of learning objectives and the nuanced nature of social issues. Community members and organizations invest time as co-educators and in turn accomplish more toward their mission and goals through the work of the students.

6. **Lifelong**
   Service-learning is learning that sticks. By synthesizing theory and practice, this educational method provides a distinctive, meaningful and influential life experience. Students build relationships, solve problems, value a sense of community and gain self-awareness. Service-learning is beyond memorable; it can influence one's career path and enhance civic responsibility. Service-learning lays the foundation for continual personal growth throughout the participants experience and beyond.

5 Critical Elements of Meaningful Service

1. **Community Voice**
    Community voice includes the consideration for the voice and the needs of the community. You have to allow the community to define what needs to be done before developing a project.

    Community voice is essential to building connections, making changes and solving problems.

2. **Orientation & Training**
    Leaders should provide information to volunteers about the community. Information should cover necessary protocol to ensure proper behavior at service site.

    It is important that before you get on site that you have been briefed on the history and background of the organization you are partnering with. Not only will these help prepare you for proper protocols and behaviors but it will create a deeper connection to the cause in each of your members.

3. **Meaningful Action**
    The service that you are doing needs to be necessary and valuable to the community served so that volunteers feel their actions are making a difference, and so that a difference is actually being made.

    So, what does this look like? Say your campus is near a beach and it has always been the tradition to do monthly beach sweeps. In August at the end of "vacation season" it would make sense to offer this service. But in December or other winter months when the beach doesn't see a lot of traffic, the service is almost wasted.

    Members don't want to waste their time by walking up and down a beach pretending to make a difference. Give your members and you community something that matters.

4. **Reflection**
    Participants should share stories, thoughts, and reactions immediately after the experience. Similarly to the idea of service-learning, reflection may dispel stereotypes of groups served or address individual's alienation. Reflection also offers an opportunity to place the experience in a broader concept.

    Going into some service events you may have a perception - sometimes negative, of what the experience and people will be like. But then you get there and you hear their stories and see how appreciative they are of you spending your Saturday afternoon with them. You walk out feeling completely different and inspired. Those are the situations and the feelings that should be reflected upon and shared.

5. **Evaluation**
    Evaluation measures the impact and effectiveness of participants' service. Participants should evaluate what was learned and agencies should evaluate the results of contribution by participants. Evaluation gives direction for improvement and change.

    It is critical to evaluate and measure the impact of the service event that you participated in. Like all programs, assessing the execution will help you plan & improve for the future.

    For example, everything about your program may have been great except that it was outside on the hottest day of the year and you didn't have water for your members. Small things like that could vastly improve the experience of your members, so it's important to make note of it!

ΑΣΦ
ALPHA SIGMA PHI
alphasigmaphi.org

COMMUNITY SERVICE vs. PHILANTHROPY

Philanthropy is the act of raising money for charity (e.g. carwash to benefit RAINN). Community service is the act of doing hands-on service to a charity or for a cause (e.g. food pantry).

If you have any questions regarding the difference between community service and philanthropy, please contact Alpha Sigma Phi Headquarters.

COMMUNITY SERVICE IDEAS

Senior Citizens
- Adopt a "grand friend" from a local nursing home.
- Volunteer at a nursing home for a day or even each week.
- Host a senior citizens prom where men are escorts for the elderly women and sorority women are escorts for the elderly men. Get a band to play classic tunes.
- Hold a play or "lip sync" for the nursing home.
- Have dance lessons set up where the people from the nursing homes teach students dances from "back in the day."
- On holidays make cards, bake cookies, have a secret Santa, or host a holiday party at the nursing home.
- Develop a monthly classic movie night at the nursing home.
- Have a game afternoon where you play cards or board games with a senior citizen at the nursing home.

Animals
- Volunteer at the local animal shelter by walking dogs or cleaning kennels.
- With a local vet organize a neuter and spay program for a reduced rate.
- Organize a community dog wash with donations going to a local shelter.
- Organize and host an "adopt a pet" at your school where a local shelter will bring up some of the animals to your school to get them noticed by students, faculty, and administration in hopes of someone adopting them.

Special Needs
- Volunteer at the Special Olympics.
- Set up a buddy system at a local school.
- Read books for children.
- Make gifts, cards, or cookies and visit kids in the hospital during the holidays; they look up to college students.
- Have a toy drive for children in the Hospital over the Holidays.
- Participate in Up 'til Dawn if your school already has one.
- Participate in a marathon for a sickness or disability.
- Participate in Relay for Life.
- Participate in or organize a Toys for Tots program. This is a toy drive for families who can't afford to give their children a good Christmas.

Veterans/Military
- Volunteer to help at your American Legion.
- Place small American flags on veteran's graves.
- Write thank you cards to veterans in the area.
- Develop a "Care Package" for troops. Have people donate things troops may need food, batteries, toilet paper, razors, shampoo, toothpaste, etc. Then mail the shoeboxes across seas to troops.

Neighborhood
- Volunteer with Habitat for Humanity.
- Volunteer to clean up a park.
- Adopt a highway or portion of road and keep it litter free.
- Host a community carnival.
- Adopt a billboard and use it for a public service announcement.
- Adopt, repair, and clean up a local playground.
- Have a supplies drive for families who have lost their possesions in a house fire and collect things such as clothes, non-perishable food, furniture, etc.
- Shovel walkways and driveways in your neighborhood, for free, after a snow storm.

School
- Create "New Student Survival Kits" to hand out on move-in weekends to new students.
- Volunteer tutoring services.
- Contact the dining facilities to collect unused food to donate to a local homeless shelter.
- Collect school supplies for needy children at a local school.
- Volunteer your service at local schools help with ESL (English as a Second Language students learn English
- Volunteer for an afterschool program at a local school to play, read, or tutor children.
- Develop, organize, and host a "Spring Clean" for your campus where volunteers help clean up campus, plant flowers, de-weed flower beds, etc.
- Hold a blood drive for the American Red Cross.
- Bring in a guest speaker from MADD (Mothers Against Drunk Driving) to speak or raise money for this program.
- Organize a Spring Break trip where you go somewhere to do missionary work or other community services activities across the U.S.
- Develop a recycling program if your school doesn't have one.
- Volunteer your time to visit Middle School and High Schools to talk about your college /university experiences and how important it is to go to college.

Hungry/Homeless
- Help cook/serve meals at a local shelter.
- Have an non-perishable food drive for a local shelter or families who need food.
- Have a clothing drive for the homeless.
- Have a coat drive in the fall to collect coats for the homeless for the upcoming winter.
- Make "I Care" kits to give to the homeless with combs, toothpaste and brush, shampoo, soap, etc.
- Pack and hand out food at a local food bank.
- Bake food to donate to a local shelter
- Develop a "Big Buddy" program with the members and children at local shelters to take them out for a day.
- Trick-or-Treat for cans instead of candy on Halloween where the canned goods will be donated to a local shelter.

Ten Places to Volunteer:
- Animal shelters
- National or local parks
- Food pantries or food banks
- Habitat for Humanity
- Local libraries
- Museums
- Political campaigns
- YMCA
- Red Cross
- Retirement homes

Taken from the Alpha Sigma Phi Officer Manual. 2018. www.alphasigmaphi.org
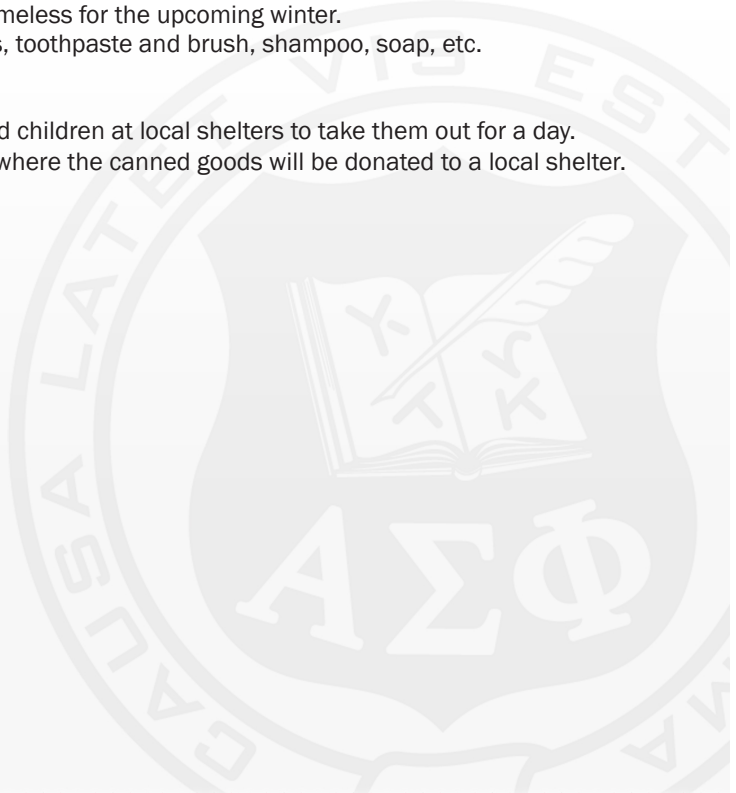
PHILANTHROPY/CHARITIES IDEAS

Your chapter can raise funds in support of any of the organizations listed below:

Habitat for Humanity
- Raise money to support a volunteer weekend to help build a house.

Canine for Companions
- Raise money to support the local animal shelter.
- Set up a donation drive at your school for people to donate dog/cat food, toys, bowls, leashes, etc. for a local animal shelter.
- Raise money for animals through a photo with your pet event where the proceeds go to the shelter.

St. Jude's Children's Research Hospital
- Organize and host "Up 'til Dawn" at your campus for St. Jude's Children's Research Hospital, a hospital for children with cancer where all children receive free treatment and no child is turned away.

Amazon Rain Forest
- Sell acres of the rainforest to students to help save the rainforest.

Relay For Life
- Set up a team and participate while raising money for the team.

MADD (Mothers Against Drunk Driving)
- Have a 3 on 3 basketball tournament where all funds raised go to MADD.

Red Cross
- Raise money to help sponsor a blood drive at your school.

American Cancer Society
- Raise money and participate in a marathon/5k/walk for cancer.

Goodwill
- Have a clothing drive at your school where all the donated clothes/money goes to Goodwill.

Boys and Girls Club
- Raise money to support the Boys and Girls Club and spend time with them after they receive the donation.

Make a Wish Foundation
- Have a dance where you sell tickets and possibly have a silent auction with all mproceeds going to one child's wish.

Local Wildlife Center
- Volunteer your time feeding the animals and cleaning cages.
- Raise money and awareness by having one of the center's handlers bring in some of the animals and do a presentation at the school. Sell tickets, have an adopt an animal fund, sell merchandise, sell pictures with student's favorite animal.

Boy Scouts of America
- Volunteer your time to speak with them or participate in one of their events.

Food for the Poor
- Have a canned food drive.
- Volunteer your time at the soup kitchen.

American Heart Association
- Have an Healthy Heart awareness week at your school with a week full of events.

Special Olympics
- Volunteer your time with events at your local special Olympics.

Toys for Tots
- Raise money through a silent auction and donate the funds.

Additional Philanthropic Organizations:
American Lung Association, AmeriCares, Big Brothers/ Big Sisters, Bill and Melinda Gates Foundationm CARE USA, Children's Miracle Network, Cleveland Clinic Foundation, Disabled American Veterans, Feed America, Feed the Children, Ford Foundation, Local Museum, March of Dimes, Mayo Foundation, National Wildlife Federation, Ronald McDonald House, Salvation Army, Shriners Hospital for Children, SOS Children, Susan G Komen Breast Cancer Foundation, United Way, Wildlife Conservation Society, World Vision, World Wildlife Fund
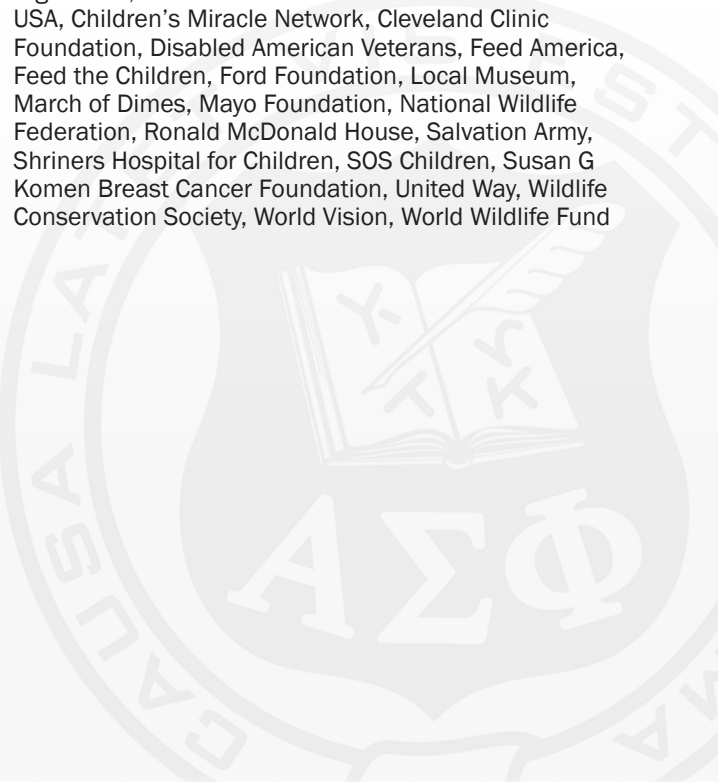
History of Leadership Advantage

Leadership Advantage was conceived and brought to life at Iowa State University in 1997 by Triangle Fraternity, The Society of Women Engineers, and the Iowa State Student Activities Center Brothers Matt Ostanik and Chris Moe evolved the program tremendously during the first 4 years. The first year the program held one session. Fifteen participants stayed at the Triangle Fraternity house during the program an interacted in a variety of activities.

Participants were broken into three teams, each lead by two student facilitators, and did challenge course activities, visited with two local engineering firms, lunched with representatives from different colleges, did a written leadership evaluation, and engaged in presentations by different college student organization. In addition, participants worked in teams on two different design projects. Participants used on-campus resources including studios, computer labs, and architecture professors to develop projects. The results were then presented on the final day of the seminar.

Response was so great to the programs first year that the following two sessions were offered and filled, reaching a total of 44 students in 1998. Since then, the program has continued to grow each year, completing it's seventh session over four years at Iowa State in June 2000. Students at other universities have started to organize Leadership Advantage on their campuses as well. Leadership Advantage began at the University of Louisville in 2000 and has received campus life awards for Best Collaboration and Best New Program.

Sample LA Facilitator Schedule (MSU)

PROGRAM SCHEDULE 2017	
Day 1 - Wednesday, August 23rd	
10:00am - 3:00pm	Participant Move-In
7:00pm - 10:00pm	Evening Activity
Day 2 - Thursday, August 24th	
9:00am - 9:40am	Breakfast
9:40am - 10:00am	Program Introduction
10:00am - 10:20am	Lawnchair Design/Brainstorming
10:20am - 11:10am	Lawnchair Presentations (4 min per group)
11:15am - 11:55am	Design Project Intro
12:00pm - 1:00pm	Lunch - WIE
1:30pm - 2:30pm	Cyclotron Presentation and Virtual Tour
2:40pm - 2:55pm	Leadership and Teamwork Exercise 1 - Rotation 1
3:00pm - 3:15pm	Leadership and Teamwork Exercise 1 - Rotation 2
3:20pm - 3:35pm	Leadership and Teamwork Exercise 1 - Rotation 3
3:45pm - 5:00pm	Trebuchet Design Break-out
5:00pm - 6:00pm	Major Dinner
8:00pm - 10:00pm	Evening Activity
Day 3 - Friday, August 25th	
9:00am -9:40am	Breakfast
9:45am - 10:40am	Egg Drop Design/Brainstorming
10:45am - 11:15am	Egg Drop Design Competition
11:15am - 12:00pm	Trebuchet Design Break-out
12:00pm - 1:00pm	Lunch
1:10pm - 1:25pm	Leadership and Teamwork Exercise 2- Rotation 1
1:30pm - 1:40pm	Leadership and Teamwork Exercise 2 - Rotation 2
1:45pm - 1:55pm	Leadership and Teamwork Exercise 2 - Rotation 3
2:00pm - 2:15pm	Leadership and Teamwork Exercise 2 - Rotation 4
2:30pm - 4:00pm	Campus Photo Tour
4:00pm - 6:00pm	Trebuchet Design Break-out
6:00pm - 7:00pm	Dinner with Student Panel
7:00pm - 8:00pm	Resume Building Presentation
8:00pm - 10:00pm	Evening Activity
Day 4 - Saturday, August 26th	
9:00am - 9:40am	Breakfast
9:45am - 10:50am	Trebuchet Design Break-out
11:00am - 11:30am	Newspaper Bridge Design/Brainstorming
11:30am - 12:00pm	Newspaper Bridge Design Competition
12:00pm - 1:00pm	Lunch

1:00pm - 2:20pm	Final Trebuchet Design Breakout
2:30pm - 3:00pm	Distance/Accuracy Bracket 1
3:00pm - 3:30pm	Distance/Accuracy Finalists
3:30pm - 4:30pm	Trebuchet War Competition
4:30pm - 5:00pm	Clean-Up
7:00pm - end	Banquet

Sample LA Participant Schedule (MSU)

PROGRAM SCHEDULE 2017	
Day 1 - Wednesday, August 23rd	
10:00am - 3:00pm	Participant Move-In
7:00pm - 10:00pm	Evening Activity
Day 2 - Thursday, August 24th	
9:00am - 10:00am	Breakfast/ Program Introduction
10:00am - 11:15am	Lawn Chair Design Competition
11:15am - 12:00pm	Design Project Introduction
12:00pm - 1:00pm	Lunch - WIE
1:30pm - 2:30pm	Cyclotron Presentation and Virtual Tour
2:30pm - 3:30pm	Leadership and Teamwork Exercises I
3:30pm - 5:00pm	Trebuchet Design Break-out
5:00pm - 6:00pm	Major Dinner
8:00pm - 10:00pm	Evening Activity
Day 3 - Friday, August 25th	
9:00am - 9:45am	Breakfast
9:45am - 11:15am	Egg Drop Design Competition
11:15am - 12:00pm	Trebuchet Design Break-out
12:00pm - 1:00pm	Lunch
1:00pm - 2:00pm	Leadership and Teamwork Exercises II
2:30pm - 4:00pm	Campus Photo Tour
4:00pm - 6:00pm	Trebuchet Design Break-out
6:00pm - 7:00pm	Dinner with Student Panel
7:00pm - 8:00pm	Resume Building Presentation
8:00pm - 10:00pm	Evening Activity
Day 4 - Saturday, August 26th	
9:00am - 9:45pm	Breakfast
9:45am - 11:00am	Trebuchet Design Break-out
11:00am - 12:00pm	Newspaper Bridge Design Competition
12:00pm - 1:00pm	Lunch
1:00pm - 2:30pm	Final Trebuchet Design Breakout
2:30pm - 4:30pm	Trebuchet Challenge and Presentations
4:30pm - 5:00pm	Clean-Up
7:00pm - end	Banquet
12:00pm - 1:00pm	Lunch
1:00pm - 2:30pm	Final Trebuchet Design Breakout
2:30pm - 4:30pm	Trebuchet Challenge and Presentations
4:30pm - 5:00pm	Clean-Up
7:00pm - end	Banquet

Leadership Advantage Time-line

6 to 12 Months Out
- Determine event dates
- Identify planning committee and/or key players for planning process
- Establish planning meeting frequency and times' schedule remaining planning
- Develop event goals, objectives, program outline, and any key communication messages for printed and web-based materials
- Submit and confirm venue reservations
- Submit and confirm lodging reservations
- Identify constituencies for guest lists
- Confirm date with VIPs
- Identify possible emcee, keynote speakers, etc.
- Prepare budget estimate
- Discuss invitation list and estimate yield
- Confirm invitation lists for events and meals; vet with necessary senior officers
- Design and develop event database for mailing invitations and tracking RSVPs
- Outline ceremony and dinner program to review with key officers
- Brainstorm gift ideas; identify gift vendors; work on design; and determine costs
- Contact designer for invitation and program designs; initiate design process; determine deadlines and costs; include accessibility information
- Identify specific speakers and program pieces; begin discussing AV needs
- Get signs offs on event program ideas

3 to 6 Months Out
- Initiate "save the date" mailing (if needed)
- Gather speaker biographies (if needed for printed program)
- Obtain final approval of invitation design and copy
- Discuss press coverage and PR (if needed)
- Identify and reserve caterer
- Reserve photographer
- Reserve entertainment

3 Months Out
- Order gifts
- Check and order necessary supplies (i.e. name badge holders, pens, stamps, envelopes, notebooks, wrapping paper, ribbons, etc.)
- Finalize guest lists for ceremony and dinner
- Send invitation to printer
- Receive invitations from printer
- Confirm speakers and speaking order for ceremony and dinner; confirm topic, length of presentation, and AV requirements
- Contact guests requiring lodging; confirm arrangements/needs
- Contact caterer to discuss menu and event
- Reserve security

Leadership Advantage Time-line cont.

2 Months Out
- Address envelopes and assemble mailing
- Mail invitations (8 to 10 weeks out if list includes out-of-towner's, 6 to 8 weeks if guests are all local)
- Obtain final approval of ceremony program copy
- Facility walk-through with Conference & Events, Classroom Technology Services, Safety & Security, facility management, and/or vendors (as needed)
- Determine if any direction signage will be needed at the event to assist guiding guests

Month of Event
- RSVPs due (2-3 weeks prior to the event)
- Send rooming list
- Release unneeded rooms by appropriate deadline
- Make any needed publicity/press arrangements
- Arrange to have any directional signage designed/printed
- Forward setup requests, including AV to Conference & Events and others needed
- Send ceremony program to printer
- Send agenda, suggested dress, directions, map and parking instructions to participants
- Make follow-up phone calls/emails to pending guests
- Run first batch of name badges and place cards
- Wrap gifts
- Develop scripts for key speakers
- Make list of photo arrangements
- Re-confirm entertainment
- Confirm catering
- Confirm set up, AV, and media production orders
- Confirm safety & security's role
- Confirm transportation of guests & VIP's
- Distribute guest list to appropriate parties
- Run final name badges
- Make confirmation phone calls/emails
- Set up an on-site run-through
- Set up sound checks for speakers

Post-Event
- Deliver gifts and thank-you's to facilitators
- Distribute evaluations
- Hold event debrief meeting
- Complete comparison of actual versus budgeted costs
- Update final event attendance
- Update final event attendance
- Distribute photographs

Program Tasking

Task	Person	Date	Complete	Notes

NOTES

Notes

Triangle's Partnership with First

First Lego League Jr.

The first program, FIRST Lego League Jr. is designed to introduce STEM concepts to kids ages 6 to 10 while exciting them through a brand they know and love - LEGO.

Guided by adult coaches, students build models using LEGO Education WeDo 2.0 and create Show Me posters to present what they learned. The program focuses on building interest in science, technology, engineering, and math through a real-world challenge - to be solved by research, critical thinking and imagination.

First Lego League

Tomorrow's innovators practice imaginative thinking and teamwork. Guided by two or more adult Coaches, FIRST LEGO League teams (up to 10 members, grades 4-8; ages 9-14) research a real-world problem such as food safety, recycling, energy, etc., and are challenged to develop a solution. They also must design, build, program, a robot using LEGO MINDSTORMS, then compete on a table-top playing field.

It all adds up to tons of fun while they learn to apply science, technology, engineering, and math concepts plus a big dose of imagination, to solve a problem. Along their journey, they develop critical thinking and team-building skills, basic STEM applications, and even presentation skills, as they must present their solutions with a dash of creativity to judges. They also practice the Program's Core Values, which emphasize discovery, teamwork and good sportsmanship.

Each FIRST LEGO League season culminates with regional tournaments and championships where teams show off what they learned and invented, and compete with their robots. Some teams earn an invitation to FIRST LEGO League World Festival as a part of FIRST Championship Houston or FIRST Championship Detroit, where teams from all over the world meet and compete.

First Tech Challenge

FIRST Tech Challenge teams (up to 15 team members, grades 7-12) are challenged to design, build, program and operate robots to compete in a head-to-head challenge in an alliance format. Participants call it "The hardest fun you'll ever have."

Guided by adult coaches, students develop STEM skills and practice engineering principles (like keeping an engineering notebook), while realizing the value of hard work, innovation, and sharing ideas. The robot kit is reusable from year-to-year and can be programmed using a variety of languages, including Java. Teams also must raise funds, design and market their team brand, and do community outreach for which they can win awards. Participants have access to tens of millions of dollars in college scholarships. Each season concludes with regional championship events and an exciting FIRST Championship.

First Robotics

For grades 9-12, FIRST Robotics is under strict rules, limited resources, and an intense six-week time limit, teams of students are challenged to raise funds, design a team "brand," hone teamwork skills, and build a program industrial-size robot to play a difficult field game against like-minded competitors. It's as close to real-world engineering as a student can get. Volunteer professional mentors lend their time and talent to guide each team. Each season ends with an exciting FIRST Championship.

Ways to Get Involved

First Lego League Jr.

FIRST LEGO League Jr. teams need (just covering what is needed from the
volunteer perspective, or what the volunteer could assist with):

- 2 or more adult coaches willing and motivated to guide the team through the discovery and exhibition season (and beyond) - no special technical experience is required
- A community sponsor(s) that will help fund your efforts and provide other support

FIRST LEGO League Jr. registration opens in **May** and information for the season challenge is released in early **August**. The discovery project season runs from **August through May**, and Expo season runs **October through June**. Expos allow teams the chance to show off what they have learned. Some teams will receive invitations to the FIRST LEGO League Jr. World Festival Expos at the end of **April**.

As a coach or adult volunteer, you should be meeting with your team at least once per week during the discovery and creation season (12 sessions). You and your family can decide together how much time you can devote to the program.

The most successful team coaches are people with at least an interest in science and technology, and in helping kids discover and learn. Anyone who wants to be a coach will receive all the training and help they need.

First Lego League

The FIRST LEGO League season Challenge information is released in late **August**. Teams generally form and register from **May through October**. The Project and build season begins after Challenge is released. Tournament dates vary by region, but begin a minimum of 8 weeks after Challenge is released. Check with your local Partner for more details. Tournaments help determine which teams will earn spots at the FIRST Championship at the end of **April**. There are also many off-season events in which teams can participate, strategize, hone their skills, learn new technology, meet other teams, and have fun.

FIRST LEGO League needs 2 or more adult coaches willing and motivated to guide the team through the discovery and competition season (and beyond).

As a coach or volunteer, you should be meeting with your team once per week during the build and competition season (September - April). Many mature teams also meet throughout the school year, and some compete in off-season events during the summer. You, your family, and your available free time can decide together how much time you can devote to the program.

Ways to Get Involved

First Tech Challenge

The FIRST Tech Challenge needs 2 or more adult mentors who are willing and motivated to coach the team through the build and competition season and beyond. The challenge season starts in **May**, when teams generally form and registration opens. Season kick-off is in early **September** when the season's game is announced. The design and build season runs from **September to January**. Tournament season varies by region and can begin as early as **October and continues through April**. State and Regional Tournaments advance teams to Super Regional Championship Tournaments, and winners earn spots at FIRST Championship at the end of **April**.

First Robotics

There are 7 essential steps to starting a FIRST Robotics Competition team

1. Find support resources
2. Enlist coaches & mentors
3. Register & pay
4. Build the team
5. Raise funds
6. Learn about safety
7. Build the robot

Each team needs at least one adult mentor with technical expertise willing and motivated to coach the team through the build and competition season (and beyond). Also highly recommended are two or more other adults to help with administration, fundraising, community outreach, and other tasks.

Teams will need a steady supply of funds. We are talking Ten's of thousands of dollars to build these robots. This is another great opportunity for groups that may not be able to contribute their time but their treasure.
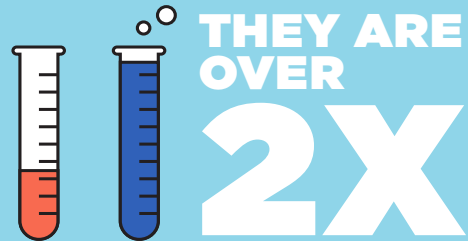
THE IMPACT

SUBSTANTIAL INCREASE IN STEM INTEREST.
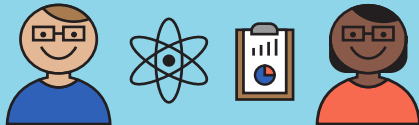
FIRST ® participants are **SIGNIFICANTLY MORE LIKELY** to show gains in interest in:

- ☑ **STEM**
- ☑ **STEM CAREERS**
- ☑ **UNDERSTANDING OF STEM**

(than a matched comparison group of students)
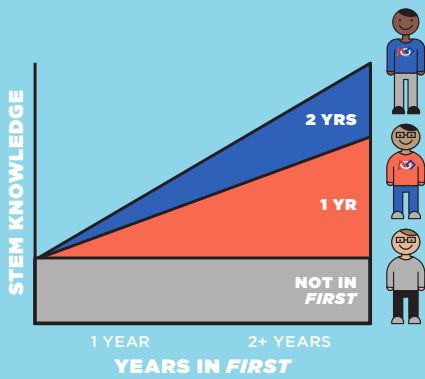
THEY ARE OVER 2X

as likely to show gains in their interest of STEM

(than a matched comparison group of students)

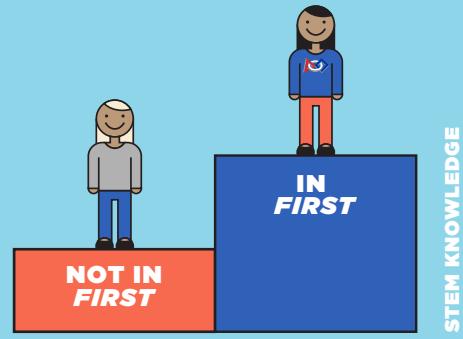**87%** OF PARTICIPANTS PLAN TO TAKE A **MORE CHALLENGING** MATH OR SCIENCE COURSE

SUBSTANTIAL INCREASE IN STEM UNDERSTANDING.

STEM KNOWLEDGE CONTINUES TO GROW THE LONGER YOU STAY

2 YRS

1 YR

NOT IN *FIRST*

STEM KNOWLEDGE

1 YEAR   2+ YEARS

YEARS IN *FIRST*

Students who persist in *FIRST* for more than one year show significantly greater gains than those who left after a single year.

THE IMPACT ON GIRLS IS SIGNIFICANT

IN *FIRST*

NOT IN *FIRST*

STEM KNOWLEDGE

Females in *FIRST* have a dramatically increased understanding of STEM compared to females in the comparison group.

> **"Through *FIRST*, I was able to discover my passion for robotics and gain some amazing life opportunities that have led me to the path that I am on now."**
>
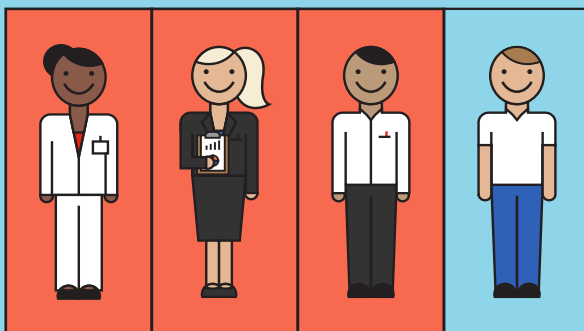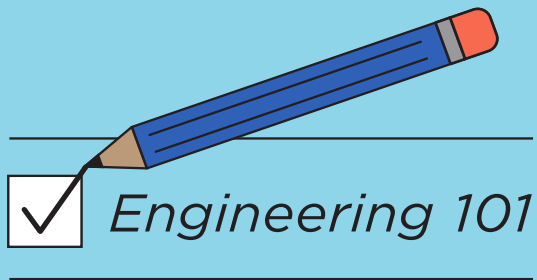> **- Jordan Burkland, *FIRST* Alumnus**

READY FOR A CAREER IN STEM.

***FIRST* ALUMNI ARE**

2.6x

more likely to enroll in an
ENGINEERING
course their freshman year

(than a matched comparison group of students)

☑ *Engineering 101*

OVER
75%
of *FIRST* Alumni are in a
STEM FIELD AS A STUDENT OR PROFESSIONAL

GAINS IN WORKFORCE SKILLS.

COMMUNICATION
76% of students reported gains

CONFLICT RESOLUTION
93% of students reported gains

TIME MANAGEMENT
95% of students reported gains

PROBLEM-SOLVING
98% of students reported gains
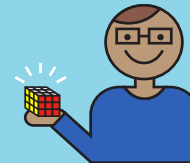
FIRST®

LEARN MORE AT
firstinspires.org/impact

Based on decades of findings from external evaluations, external studies as well as internal surveys. Comparison claims based on data from *FIRST*® Longitudinal Study comparing average gains for *FIRST* participants vs. comparison students taking into account differences between the groups at baseline.

SOURCES:

Brandeis University (2016). *FIRST*® *Longitudinal Study: Finding at Follow-Up.* Waltham, MA.

FIRST,® 2015 *FIRST* Alumni Survey.

Brandeis University, 2011 *FIRST*® Tech Challenge – *FIRST*® Robotics Competition Evaluation
& 2013 *FIRST*® LEGO® League Evaluation.

Notes

Notes

10 Qualities of Successful Event Managers

1. **They Have People Skills**
   The number one quality shared by successful event managers? People skills. You need to be comfortable connecting with all different types of people: active and new members, alumni, faculty, staff, upper-administration, potential members, other students, and outside stakeholders. To successfully work with this wide range of people, you'll need to be able to nimbly resolve conflicts, be a confident but pleasant negotiator, and maintain your sense of humor.

   Remember to try and have fun with the work you do, and the people you work with, and they'll want to work with you again. You can't do it all by yourself, so building relationships is key.

2. **They are Flexible**
   Event managers must double as janitors and firemen. Cleaning up messes and putting out fires - quickly, quietly, and efficiently - is part of the job. Stay calm, get it done, then get back to running the show.

3. **They are Good Listeners**
   The ability to understand what key stakeholders want from your event is critical. These folks may not be as skilled in this arena as you are, so they might not speak the lingo or know what's realistic. You have to be able to discern their needs and make sure all parties share the same expectations. Pay attention to what's said - and what's not said - in key conversations. Tapping into these spoken (and unspoken) needs throughout your planning process will help you stay one step ahead.

4. **They're Organized**
   To successfully run any event, you need to be able to juggle about 50 things at once. This multi-tasking prowess is required for both smooth planning and flawless execution of an event or program. The best planners have foolproof systems, step-by-step checklists, and handy tech tools. Working in events requires the ability to focus on the big picture while keeping track of all the little details. To avoid burnout, get comfortable delegating some of your more time-consuming tasks. And if things don't go according to plan, don't be afraid to switch to plan "B."

5. **They're Passionate**
   With all the stress of the job, you have to really love what you do. Genuine passion helps you overcome bumps in the road and stay cool when all seems lost. It also leads to bursts of creativity and the inspiration to create something great instead of just trying to get through the day. Things like time management can be learned, but you can't teach passion, and you'll need it in order to succeed. Being an event manager can, at times, be a thankless job.

6. **They're Good Communicators**
   Clear, firm and kind communication establishes you as a leader of the team, keeps everyone on track, and ensures that the goals of the event are clear to everyone involved. It also allows you to effectively share your vision and get others excited about it, too. Communicate in a way that is respectful to everyone and doesn't put anyone down. Accept criticism and be open to new ideas. Everyone plays a part in the success of an event, so make sure you're communicating with them in a clear, confident, and empowering way.

7.	**They're Calm Under Pressure**

Your team will look to you for answers for almost everything. In moments of stress, the last thing they need is a shaky leader who makes poor decisions because they're cracking under the pressure. Successful event managers stay level-headed and continue to treat everyone with respect, no matter what. Try to remain cool, calm and collected when dealing with other people, even if you're a bundle of nerves inside.

8.	**They are Creative Problem-Solvers**

Whether it's tracking down some emergency duct tape or reworking a keynote presentation at the last minute, you have to be resourceful with what you have. No matter how well you plan, something will go wrong. And it will be a lot easier to address if you enjoy finding creative solutions to the challenges that arise.

9.	**They're Decisive**

Event managers need to be able to make several decisions at once, and make them quickly. And, perhaps more importantly, they need to be able to recognize when it's too late to change those decisions - and have the resolve to stand by them.

9.	**They're Detail Oriented**

Making sure events are running smoothly requires a keen attention to detail that some people struggle with. Many of us are "big picture" thinkers, and get bored or delegate away the nitty-gritty tasks. If you're not involved at every stage of your event planning, including smaller tasks such as booking speakers, arranging seating plans or drafting marketing emails, you might find yourself becoming detached form your event.

10.	**They're Decisive**

Event managers need to be able to make several decisions at once, and make them quickly. And, perhaps more importantly, they need to be able to recognize when it's too late to change those decisions - and have the resolve to stand by them.

WORKING
ON BUILDING
A BETTER
ME.

What event manager skills do I already possess?

What skills could use some practice?

When could I see some of these skills be used in my role?

The Stages of Project Management

1. **Project Initiation**
   This is the start of the project, and the goal of this phase is to define the project at a board level. This phase usually begins with a business case. So, is the project feasible and should it be undertaken? This is where you will want to outline the requirements and needs of the project (resources, people, money, time, logistics, etc.)

2. **Project Planning**
   This phase is key to successful project management and focuses on developing a road map that everyone will follow. This phase typically begins with setting goals.

   If you want your organization to be successful, you need to set goals. Without goals you lack focus and direction. Goal setting not only allows you to take control of your organization's direction; it also provides you a benchmark for determining whether you are actually succeeding.

   You want to set goals that motivate you and that are SMART.

3. **Project Execution**
   This is the phase where deliverables are developed and completed. This often feels like the meat of the project since a lot is happening during this time, like the status reports and meetings, development updates, and performance reports.

   <div style="border:1px solid #000; padding:10px;">

   Tasks that would be completed during the execution phase of my event/program

   </div>

4. **Project Performance/Monitoring**
   This is all about measuring project progression and performance and ensuring that everything happening aligns with the project management plan. Project managers will use key performance indicators (KPIs) to determine if the project is on track.

5. **Project Closure**
   This phase represents the completed project. There may still be things to accomplish like closing out the budget, doing an assessment, and recognizing contributors, but in general your project is complete.

SET SMART GOALS

Specific Goals

Your goal must be clear and well defined. Vague or generalize goals are unhelpful because they don't provide sufficient direction. Remember, you need goals to show you the way. Make is as easy as you can to get where you want to go by defining precisely where you want to end up.

Measurable Goals

Include precise amounts, dates, and so on in your goals so you can measure your degree of success. If you goal is simply defined as "to reduce expenses" how will you know when you have been successful? Without a way to measure your success you miss out on the celebration that comes with knowing you have actually achieved something.

Attainable Goals

Make sure that it's possible to achieve the goals you set. If you set a goal that you have no hope of achieving, you will only demoralize yourself and erode your confidence.

However, resist the urge to set goals that are too easy. Accomplishing a goal that you didn't have to work hard for can be anticlimactic at best, and can also make you fear setting future goals that carry a risk of non-achievement. By setting realistic yet challenging goals, you hit the balance you need. These are the types of goals that require you to "raise the bar" and they bring the greatest personal satisfaction.

Relevant Goals

Goals should be relevant to the direction you want your organization to take. By keeping goals aligned with this, you'll develop the focus you need to get ahead and do what you want. Set widely scattered and inconsistent goals, and you'll fritter your time - and your life - away.

Time-Bound Goals

Your goals must have a deadline. Again, this means that you know when you can celebrate success. When you are working on a deadline, your sense of urgency increases achievement will come that much quicker.

During this phase, the scope of the project is defined and a project management plan is developed. It involves identifying the cost, quality, available resources, and a realistic timetable.

MAKING
CONNECTIONS.

Delegation is key

1. **Be Patient**
   The first time you delegate any task, it is almost certainly going to take longer than doing it yourself. That's normal. Over time, it will get easier.

2. **Don't Over Delegate**
   Delegation is not shifting work you should be doing to someone else's plate -it's getting those tasks you shouldn't doing off of yours. It's important to know the difference.

3. **Pick the Right People**
   Make sure the person(s) you're delegating to is qualified to do the task. Better yet, try to delegate tasks that will make use of your team members skills.

4. **Explain Why You're Delegating**
   When you select people to delegate to, tell them why you chose them specifically, and how you hope to see this help them grow. Help them see each delegated task as an opportunity to take on more responsibilities or grow new skills.

5. **Be Specific**
   Be specific with your asks, including why a task needs to be done, the deadlines, and the expected results. Vague instructions beget vaguely terrible output.

6. **Provide Training**
   Delegation doesn't just mean handing off a task - make sure you team members have the resources they need to do the job. A good training rule of thumb is "I do, we do, you do." (i.e. watch me do this, then let's do it together, now you try).

7. **Touch Base**
   Throughout the course of the project or task, always schedule time to touch base. The more complex the task, the more often you may need to touch base.

8. **Don't Micromanage**
   Once you've delegated, trained, and set up a schedule for touching base, back away from the project. To succeed (and to help your members succeed), you have to let go.

9. **Offer Feedback**
   Any time you delegate something, provide feedback on the end result (both positive and constructive). It's an extra step, but making sure you're getting exactly what you need- and helping other get better over time will only help you in the long run.

10. **Say Thanks**
    Your member is helping you, and saving you time while adding value. Say thanks!

11. **Go Beyond Your Exec**
    Make sure you involve members other than your executive board. It will seem easier because you have more trust in them to complete the task, so this is where it will take patience and work in getting to know others skills and abilities. And don't be afraid to delegate to new members - how do you think they are going to learn?

Stakeholder Engagement

1. **Understand**

   Before aiming to engage and influence stakeholders, it's crucial to seek to understand the people you will be working with and relying on throughout the phases of the project. Sharing information with stakeholders is important, but it is equally important to first gather information about your stakeholders.

2. **Communicate**

   There have been numerous studies into why projects fail, with "bad communication" often pointed to as the most common reason. Across all sectors and sizes of project, ineffective or insufficient communication is at the root of project problems such as unclear objectives, misunderstanding the problem, poorly coordinated teamwork and ineffective risk management. The fundamental challenge of effective communication is based on the clear evidence that "what you say is not the same as what they hear", even with people you know very well. It is therefore easy for communications to be misinterpreted. Good communication requires relentless and time-consuming effort to ensure the intended message is understood and the desired response achieved, which, especially on large projects, sometimes justifies the assistance of communication professionals.

3. **Consult Early & Often**

   The rewards of early and efficient stakeholder consultation should be clear to anyone that has worked on a project where this has not been done well. If you have ever felt "I wish I'd known that at the start of the project," then consider that even just a few, well-timed questions can be very valuable. Questions about who the relevant stakeholders are (i.e. Who else's views should we be considering?), and once these have been identified, questions about the stakeholders objectives, success criteria, constraints, key concerns, their stakeholders (i.e. customers), etc., usually provide information that easily justifies the time spent investigating.

4. **They are Human Too**

   Accept that humans do not always behave in a rational, reasonable, consistent or predictable way and operate with an awareness of human feelings and potential personal agendas. By understanding the root cause of stakeholder behavior, you can assess if there is a better way to work together to maintain a productive relationship.

5. **PLAN IT!**

   A more conscientious and measured approach to stakeholder engagement is essential and therefore encouraged. Investment in careful planning before engaging stakeholders can bring significant benefits. What kind of regular meetings have value? How are they structured? Formal meetings with meeting minutes, or informal ones? This is what stakeholder management is.

6. **RELATIONSHIPS ARE KEY**

   Developing relationships result in increased trust. And where there is trust, people work together more easily and effectively. Investing effort in identifying and building stakeholder relationships can increase confidence across the project environment, minimize uncertainty, and increase the speed of problem-solving and decision-making..

7. **JUST PART OF MANAGING RISK**

   Stakeholders are important influential resources and should be treated as potential sources of risk and opportunity within the project. Over and above conventional planning, using foresight to anticipate hazards, and taking simple and timely actions with stakeholders can significantly improve project delivery.

8. **COMPROMISE**

   The initial step is to establish the most acceptable baseline across a set of stakeholders' diverging expectations and priorities. Assess the relative importance of all stakeholders to establish a weighted hierarchy of the project requirements and outcomes. Having ranked the stakeholders in order of importance, their differing interest can then be weighed accordingly with the best compromise solution being at the "center of gravity". As the leader of the project, it is your judgment as to what this solution is with the rationale and decision being communicated to all parties where appropriate.

9. **UNDERSTAND WHAT SUCCESS IS**

   Project success means different things to different people and you need to establish what your stakeholders perceive as a success for them in the context of project delivery.

10. **TAKE RESPONSIBILITY**

    Stakeholder engagement is not the job of one member of the project team. It is the responsibility of everyone to understand their role and to follow the right approach to communication and engagement. Good project teams have clarity about stakeholder engagement roles and responsibilities and what is expected of people involved in the project.

WHO ARE OUR STAKEHOLDERS?

NOTES

Marketing & Promotion

What is our marketing efforts expected to accomplish?

What medium(s) will help us market the program and brand most effectively?

Whom are we marketing to?

What's our message?

What do we want people to think or feel?

What justification are we providing as support?

How is this different from other brands/events messaging?

Which practical considerations or restrictions are there?
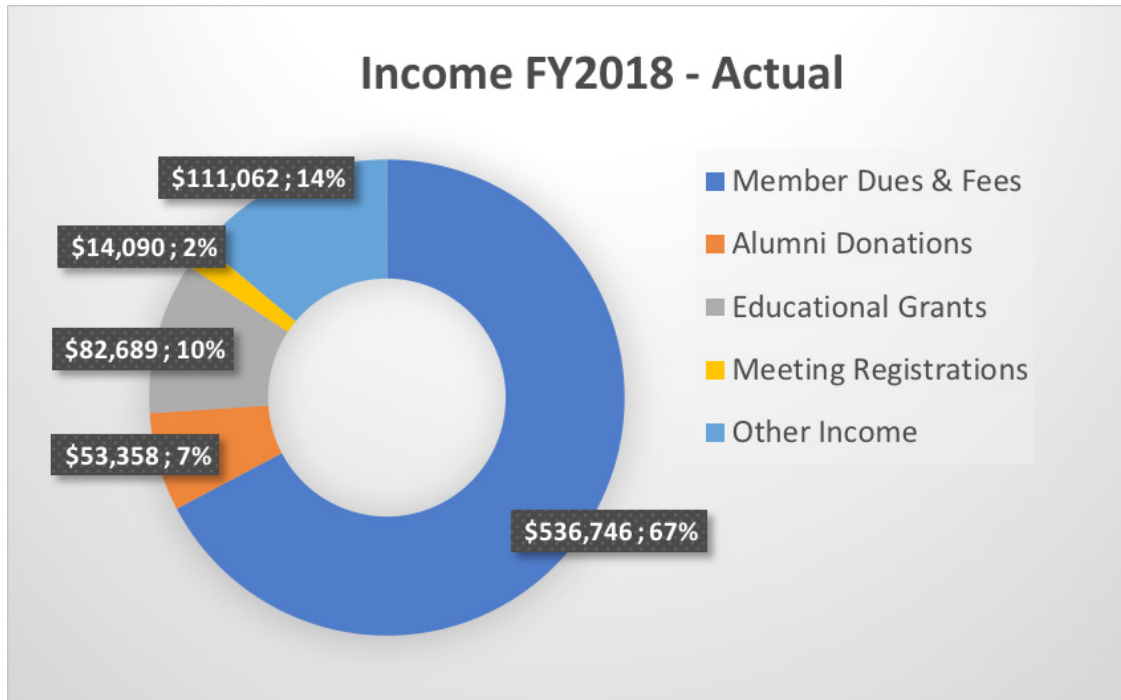
Notes

Notes

Triangle Fraternity Financial Summary - Fiscal year 2018

The National Council and its Financial Committee review budgets annually and approve final budgets before the start of each fiscal year in July. For FY 2018 Triangle Fraternity had an annual operating budget of around $850,000. The summary below will provide insight as to our income sources and how the funds are spent.

Income comes from five sources:
1. Chapter/Member fees (about 67% of income)
2. Alumni Donations/Voluntary Alumni National Dues (VNADs) (about 7% of income)
3. Grants from the Triangle Education Foundation for approved educational programs (about 10% of income)
4. Registration fees from meetings such as LTW, Convention, etc. (about 2% of income)
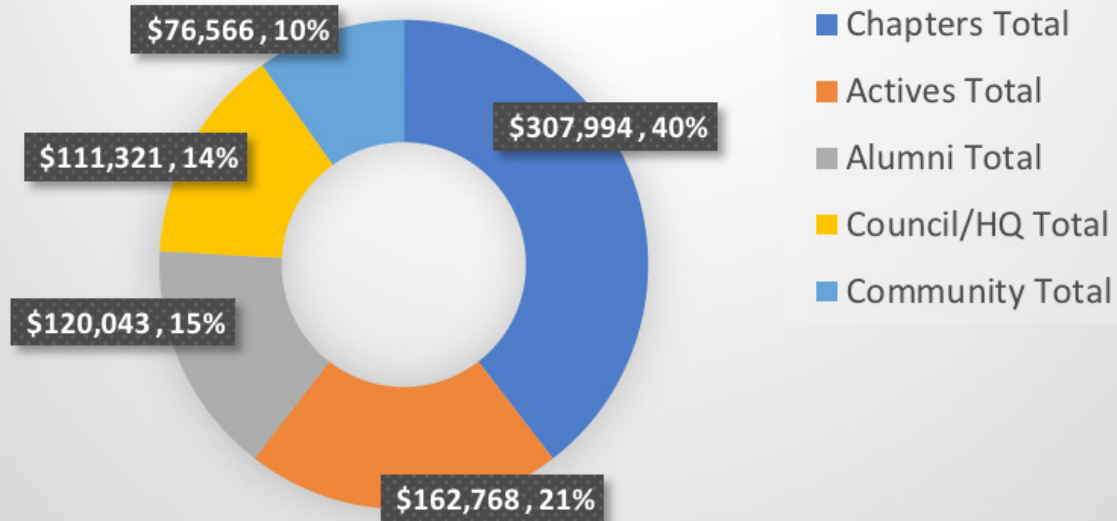5. Other (royalties, jewelry/merchandise sales, interest, etc.) (about 14% of income)

Income FY2018 - Actual

- $111,062 ; 14%
- $14,090 ; 2%
- $82,689 ; 10%
- $53,358 ; 7%
- $536,746 ; 67%

Legend:
- Member Dues & Fees
- Alumni Donations
- Educational Grants
- Meeting Registrations
- Other Income

Note: Because the bulk of our income (67%) comes from Chapter/Member fees, the drop in members over the last two years has been a significant challenge. The only sure way to stabilize or reduce these fees over time is for chapters to grow, so we're providing a growth incentive for this year. Just as with chapter operations, more men paying fees will allow lower fees.

Expenses are accounted for in five categories, related to our overall Strategic Plan. Those categories are as follows, with a sample of the activities involved in each:
1. Chapters – chapter support and visitation, recruitment and expansion, ChapterSpot online chapter management (about 40% of expenses).
2. Actives – member-focused education, training and programs such as The Journey, New Member Education, LTW, Herb Scobie Leadership School (about 21% of expenses).
3. Alumni – alumni support programs and events, The REVIEW magazine, Career Contacts and our alumni database (about 15% of expenses).
4. HQ/Council – administrative services, the HQ building, equipment and software, National Council meetings and work with TEF and TBHC (about 14% of expenses).
5. Community – FIRST programs/support, outreach to college contacts, parents, education and professional organizations (about 10% of expenses).

Expenses - FY2018 Actual

$76,566 , 10%
$111,321 , 14%
$120,043 , 15%
$162,768 , 21%
$307,994 , 40%

- Chapters Total
- Actives Total
- Alumni Total
- Council/HQ Total
- Community Total

We receive approximately 74% of income from members (alumni and undergraduates) and spend approximately 76% of expenses for chapter/active/alumni (member) services. The remainder are for expenses necessary for Fraternity operations and our outreach to, and partnerships with, our important education, charity and community partners. These expenses have benefits to all Triangle members.

Growth Initiative: We hear your concerns about fees and dues and want to provide support. National Active Fees (NAFs) are directly impacted by undergraduate membership. If member numbers go down (as they have for the last two years) the NAF has to increase to provide the same income. But if you grow, those fees can stabilize or reduce. Therefore, we are announcing **credits to chapter accounts based on your success in growing your chapter**. Here's how it works:

Chapters that increase overall membership by 3 men will receive a credit to their chapter account of $15 per member; growth by 5-9 men and you will receive a credit of $25 per member or; grow your chapter by 10 or more and receive a credit of $50 per member. Keep in mind, the credit is based on total member numbers, not just the new members you pledge. For most to grow, you need to bring in new members AND keep current members active. Here's how the credit can work for various chapter sizes:

Chapter Size	Grow by 3-4	Grow by 5-9	Grow by 10+
15 men	$225	$375	$750
30 men	$450	$750	$1,500
50 men	$750	$1,250	$2,500

If you need ideas or assistance, contact Director of Growth Augie Farwig at augie@triangle.org.

In addition to outlining our annual income/expenses, we thought it important to share how our national fees compare to other North-American Interfraternity Conference (NIC) fraternities with a similar number of chapter (30-60) as Triangle.

PLFee	InitFee	Dues	4YR	INS	4YR+INS	
$220.00	$380.00	$385.00	$1,665.00	$315.00	$2,316.00	
$145.00	$330.00	$375.00	$1,480.00	$300.00	$1,995.00	
$100.00	$320.00	$345.00	$1,455.00	$250.00	$1,930.00	
$100.00	$300.00	$290.00	$1,215.00	$246.00	$1,815.00	
$100.00	$290.00	$210.00	$1,150.00	$217.00	$1,705.00	
$91.00	$275.00	$179.00	$950.00	$210.00	$1,698.00	
$90.00	$250.00	$155.00	$824.00	$210.00	$1,697.00	
$90.00	$250.00	$154.00	$805.00	$200.00	$1,580.00	
$75.00	$240.00	$130.00	$798.00	$185.00	$1,435.00	
$25.00	$230.00	$130.00	$780.00	$180.00	$1,259.25	
	$200.00	$91.00	$752.00	$150.00	$780.00	
	$200.00		$521.25			
Triangle	$170.00					
$103.60	$286.50	$235.30	$1,112.20	$231.30	$1,743.03	Average
$95.50	$282.50	$194.50	$1,050.00	$213.50	$1,701.50	Median

According to the cost comparisons above, Triangle is below average for pledge, initiation and Insurance fees and above average on active fees, resulting in a 4-year cost with insurance that is slightly below the average of these men's groups.

A discussion was held several years ago at Convention regarding all Triangle fees. At that meeting, it was agreed that National Active Fees (NAFs) would increase rather than pledge and initiation fees. It was felt once men were pledged and initiated at a lower fee, they would be more likely to continue membership even with slightly higher NAFs.

But the primary factor in pricing is active membership. Just like your chapter, if there are more members, the cost to run the organization is less per member. With fewer men, the price per man goes up. The best way to insure NAFs stabilize or even decrease is to increase your chapter size every year.

That is the ethos behind this year's Growth Initiative – a plan that credits your Fall 2019 chapter account according to your chapter's growth. This effective reduces your NAFs from $15 to $50 per man. Ask staff about this program while you're at LTW.

Membership in any fraternity is an investment in one's future. The lifetime of friendship, support during the college years and introduction to a worldwide network of alumni are things you can't put a price on. Even if you do add up all the costs associated, it's a minor increase (3-5%) of what a four-year education costs – it's not about price, it's about value. These are discussions you should have with your members.

As always, contact Fraternity staff for help growing or educating your chapter!

I'm Brother Conner Daniel clem15

I serve as your undergraduate representative on the Triangle Education Foundation Board of Directors!

As the Chairman of the President's Men Undergraduate Giving Campaign, I would like to invite you to join me and many other brothers who generously donate to provide the Triangle programs that impacts the academic, personal and fraternal development of our active Triangle brothers like you and me.

Thank you for your support!

Conner

Time Talent Treasure

Dear Brothers,

Triangle has thrived for more than 110 years with one central focus: the undergraduate experience**.**

Did you know every brother- both active and alumni- plays a very significant role in defining our experience? It will be evident here at Herbert Scobie Leadership School where you will see your brothers and fraternal professionals sharing their **time** and **talent** by serving as mentors, teaching us to excel as leaders and develop into better men.

I hope your time at HSLS is enlightening and creates many brotherly bonds. As you participate in the programs over the next few days, know that they would not be possible without the generous support of Triangle brothers who also share their **treasure** to provide an exceptional Triangle experience for every new generation of Triangles.

I invite you to join us in pledging your support! The President's Men Society is the Foundation's undergraduate giving society that supports the programs of Triangle.   Your $25 contribution to the Triangle Education Foundation helps support programs like HSLS, Leadership Training Weekend and many other award-winning, national programs conducted throughout the year. As a President's Men you will get an exclusive t-shirt, be recognized at all Triangle National Events, on the Honor Roll of Donors and in Triangle publications and get your "Bova Repellant"!

While at the Foundation Booth, be sure to sign up for President's Men, ask them about how to apply for scholarships and how to use your Chapter Endowment Fund (CEF)! Be sure to contact your brothers back home and let them know they can enter to win by donating online at www.triangle.org/donate It's easy and goes to a great cause – building better Triangle men!

In F, S, & C,

Conner Daniel clem15

SCHOLARSHIPS

YOU WANT THEM. WE HAVE THEM.

THERE ARE FIVE NEW $1,500.00 SCHOLARSHIPS AVAILABLE TO MEMBERS WITH A 2.7 GPA OR HIGHER.

This year the Triangle Education Foundation is giving away over $80,000 in scholarships for the 2019 - 2020 school year!

We would love nothing more than to award one to YOU!

Questions about how to apply?
Email us at TEF@triangle.org or
visit **www.triangleef.org/scholarships**

DEADLINE TO APPLY IS FEBRUARY 15, 2019.

WHILE YOU'RE OVER AT THE FOUNDATION BOOTH, SIGN UP FOR PRESIDENT'S MEN! IN EXCHANGE FOR YOUR GENEROSITY WE'LL GIVE YOU A LIMITED-EDITION T-SHIRT AND FREE CANDY! WHAT'S NOT TO LOVE?

Triangle
Education Foundation

How you can help the

Triangle
Education Foundation

- Use your Chapter Endowment Fund disbursement every year
- Apply for scholarships
- Communicate with your alumni and be good hosts when they attend your chapter events
- Join President's Men
    - It's EASY
    - Make your gift with a debit/credit card or cash
    - Get your limited-edition t-shirt
    - Get your President's Men ribbon
    - Pay it forward for the next generation of brothers

How to Complete the Triangle Education Foundation Chapter Endowment Fund Grant Application

1. Before applying make sure you watch the how-to video online. The video is at https://www.youtube.com/watch?v=FBPXetVtlOI
2. Go to http://www.tfaforms.com/workflows/start/2295
3. There are two forms this process will take you through Once you have completed Form #1, you will automatically be directed to Form #2. Do not complete Form #2 without following the steps outlined below. The two forms are for the following purposes:
   a. Form #1 is the grant application. The first two pages contain detailed instructions. It is very important to read through these carefully.
   b. Form #2 is the reimbursement request for your specific grant request. It is important that you choose the option at the top of the form to "Save my progress and resume later". This will allow you to return to Form #2 after all purchases have been completed.
4. Complete form #1. Make sure the email address used for the grant coordinator matches what we have on file.
5. **VERY IMPORTANT:** Remember to use the option "Save my progress and resume later" at the top of the form.
6. Once you have completed Form #1 I will review the request within 5 business days.
7. If approved (I would anticipate this request would be approved) the chapter should proceed with purchases.
8. After all purchases are completed, you return to the form and log back in. You will now complete Form #2 for reimbursement.
9. After the reimbursement is complete and all is in order we will process payment which normally takes 7 to 14 business days.
10. All grant applications must be submitted no later than May 30 to be considered in the current school year.
11. All grant reimbursements are due by June 15, failure to meet this deadline will forfeit reimbursement.

Any questions please contact Scott Bova at Sbova@Triangle.org.

HOW TO USE
CHAPTER ENDOWMENT FUND MONEY

Confused by how to best use your Chapter Endowment Funds (CEF)? Let the Triangle Education Foundation (TEF) help you navigate all the ways you can maximize your funding!

BEST WAY TO USE YOUR FUNDS:
Have them automatically applied to Triangle's National Programs! Never have to worry about finding money to send guys to Scobie, Leadership Training Weekend or Convention- and travel costs can be covered with your CEF as well! TEF makes this process painless and easy- we work with the Fraternity on payments and you just have to submit your travel expenses to us and get reimbursed. Easy Peasy!!

OTHER WAYS TO USE YOUR FUNDS:
Have a chapter house with a study room? Use your funds to refresh and upgrade the room to be one brothers actually want to study in! Desks, chairs, tables, bookshelves, filing cabinets, new lighting, carpet and paint can all be covered by your CEF!

Need faster internet in the house? Use your funds to upgrade your modems and routers! Need to be hard-wired into the school's system? Yep, that's covered too!

Want to bring in a speaker for Engineering Week on campus? That's easy! Your CEF can cover the speaker fees- travel, hotel, honorarium, etc. What better recruitment tool then having your chapter sponsor this speaker and have your name all over the publicity for the event! Remember to partner with your Engineering Department on getting this all worked out!

Are chapter brothers jealously eyeing the Engineering Department's new 3D printer? We can help your chapter get one! 3D printers are covered by CEF dollars as well as the materials needed to print. Want to get the best bang for your buck with that 3D printer- talk to the South Dakota Mines guys about their sexual assault prevention keychains they made on their 3D printer that got a write up in the Rapid City Journal!

Scholarships, Scholarships, Scholarships! A great way to reward those studious brothers or meet potential new members by offering the scholarship to incoming freshman! Talk to us to help set criteria for the scholarship and to make sure you don't get into trouble with how you award it!

Done all these things and still looking for ways to spend your CEF? Come talk to the friendly TEF folks at our booth- we're happy to answer any questions and provide you with some additional ideas on how to maximize your CEF!

Triangle
Education Foundation

First Name	Last Name	Email	Track	Chapter
Aaron	Banquer-Glenn	abanque@clemson.edu	SLMPLA	Clemson
Adam	Baker	bakerak@rose-hulman.edu	Finance Workshop	Rose Tech
Akil	Darjean	akildarjean@gmail.com	Elevate Recruitment Workshop	Houston
Albert	Lopez	ajl108@pitt.edu	Lifestyle & Education Workshop	Pittsburgh
Alec	Rospierski	asrospie@mtu.edu	Lifestyle & Education Workshop	Michigan Tech
Alek	Moses	alekmoses5@gmail.com	Elevate Recruitment Workshop	Clemson
Alex	Cole	abcole06@gmail.com	SLMPLA	Louisville
Alex	Robinson	csurob@rams.colostate.edu	Elevate Recruitment Workshop	Colorado State
Alex	Zinkan	azinkan@umich.edu	Elevate Recruitment Workshop	Michigan
Alex	Turgeson	aturgeson@wisc.edu	Elevate Recruitment Workshop	Wisconsin
Alexander	Cherry	zedlander1000@yahoo.com	Elevate Recruitment Workshop	Penn State Behrend
Alexander	Faucz	acdfaucz@iastate.edu	SLMPLA	Iowa State
Alexander	Marchand	ajmarchand00@gmail.com	Wakerly Service Learning Workshop	Toledo
Alexander	Marr	marraj2@vcu.edu	Elevate Recruitment Workshop	Virginia Commonwealth
Anthony	McCann	ammccann2@wisc.edu	Wakerly Service Learning Workshop	Wisconsin
Antonio	Fajardo	fajardoam@msoe.edu	Wakerly Service Learning Workshop	MSOE
Austin	Wobig	awobig.aw@gmail.com	Lifestyle & Education Workshop	Nebraska
Benjamin	Bryant	bryantbc@vcu.edu	SLMPLA	Virginia Commonwealth
Benjamin	Hinricher	benjamin.hinricher@mines.sdsmt.edu	Lifestyle & Education Workshop	South Dakota Mines
Brandon	McFann	mcfannbm@mail.uc.edu	Elevate Recruitment Workshop	Cincinnati
Brendon	Stoner	stonerbrendon18@gmail.com	Elevate Recruitment Workshop	Toledo
Brevin	Lacy	lacybs@rose-hulman.edu	Elevate Recruitment Workshop	Rose Tech
Cain	Vaught	jcva236@uky.edu	Wakerly Service Learning Workshop	Kentucky
Cal	Romens	romensc@msoe.edu	Wakerly Service Learning Workshop	MSOE
Camden	Capps	camcapps8@gmail.com	Lifestyle & Education Workshop	Kansas
Cameron	Wutzke	wutzke.cameron@gmail.com	Elevate Recruitment Workshop	Washington
Camilo	Arango	camilo94@icloud.com	Elevate Recruitment Workshop	Cal Poly Pomona
Carlos	Moreno	cemw22@gmail.com	Wakerly Service Learning Workshop	Penn State
Charles	Thuruthiyil	thuruthiyilc@gmail.com	SLMPLA	Illinois
Chase	Nelson	nelsoncm98@gmail.com	Lifestyle & Education Workshop	Washington
Cole	Dalquist	cfdalqui@mtu.edu	SLMPLA	Michigan Tech
Collin	Greenway	cgreenway2017@outlook.com	Lifestyle & Education Workshop	UCLA
Collin	Whitlow	cwhitlow@umich.edu	Wakerly Service Learning Workshop	Michigan
Connor	Gronski	connor.gronski@mines.sdsmt.edu	SLMPLA	South Dakota Mines
Connor	Sullivan	sullivanconnor775@gmail.com	Elevate Recruitment Workshop	Iowa State
Cuinn	Larmon	cuinnlarmon@gmail.com	SLMPLA	Penn State Behrend
Dale	Goldmann	dalegoldmann@gmail.com	Elevate Recruitment Workshop	Penn State
Daniel	Maxted	djmaxt01@gmail.com	SLMPLA	Louisville
Daniel	Wei	dwei1019@gmail.com	Wakerly Service Learning Workshop	Louisville
Daniel	Young	youngtriangle01@gmail.com	Wakerly Service Learning Workshop	Purdue
Dave	Galinski	dng14@pitt.edu	SLMPLA	Pittsburgh
David	Dise	disedavid@gmail.com	Finance Workshop	Penn State
David	Lynge	dlynge@g.clemson.edu	Finance Workshop	Clemson
Drake	McCarthy-Plut	dhm5142@psu.edu	Lifestyle & Education Workshop	Penn State Behrend
Derian	Calderon Arana	deriancpp@gmail.com	Wakerly Service Learning Workshop	Cal Poly Pomona
Diego	Rivera	rivera_128@yahoo.com	SLMPLA	Cal Poly Pomona

First Name	Last Name	Email	Track	Chapter
Dominic	Morocco	dmorocco2016@fau.edu	SLMPLA	Florida Atlantic
Dylan	Lee	dylan.lee@uky.edu	Elevate Recruitment Workshop	Kentucky
Eli	Maricich	elitmaricich@gmail.com	Lifestyle & Education Workshop	Purdue
Ethan	Witt	ethanwitt@everestkc.net	Finance Workshop	Kansas
Evan	Cusmano	cusmanel@rose-hulman.edu	SLMPLA	Rose Tech
Evan	Kauffman	e581k745@ku.edu	Elevate Recruitment Workshop	Kansas
Garrett	Mulkerin	mulkering@msoe.edu	SLMPLA	MSOE
Isaac	Fortier	ihfortie@mtu.edu	Wakerly Service Learning Workshop	Michigan Tech
Jackson	Schlemmer	jschlemmer2016@fau.edu	Elevate Recruitment Workshop	Florida Atlantic
Jackson	Deal	deal0054@umn.edu	Elevate Recruitment Workshop	Minnesota
Jacob	Harding	jacobharding@ku.edu	Wakerly Service Learning Workshop	Kansas
Jacob	Rutherford	rutherjd@mail.uc.edu	Finance Workshop	Cincinnati
Jacob	Turcano	turcanoj@msu.edu	Lifestyle & Education Workshop	Michigan State
Jacob	Wick	jhwick@iastate.edu	Lifestyle & Education Workshop	Iowa State
Jared	Amen	amen.jaredl@gmail.com	Wakerly Service Learning Workshop	Utah
Jaret	Stillman	jrsstill@umich.edu	Elevate Recruitment Workshop	Michigan
Jason	Chung	president@trianglebruins.com	SLMPLA	UCLA
Jason	Kahn	duke061096@yahoo.com	Lifestyle & Education Workshop	Toledo
Jeffery	Kennedy	jkenned8@hawk.iit.edu	Finance Workshop	Armour
Joey	Prokop	joeyprokop10@yahoo.com	Finance Workshop	Houston
Joe	Sukinik	jos205@pitt.edu	Lifestyle & Education Workshop	Pittsburgh
Jonah	Largen	jhlargen@gmail.com	Lifestyle & Education Workshop	Louisville
Jonathan	Ritchey	jritche2@uncc.edu	SLMPLA	Charlotte
Joseph	Kuchnicki	jtkuchnicki@gmail.com	Finance Workshop	Penn State Behrend
Josh	Campbell	campb902@msu.edu	SLMPLA	Michigan State
Kavir	Jaggernauth	jaggernauthkavir@gmail.com	Finance Workshop	Georgia Tech
Kett	Dickens	kett@k-state.edu	SLMPLA	Kansas State
Kevin	Fitzgerald	fitzge29@purdue.edu	SLMPLA	Purdue
Kyle	Draper	kpd20@pitt.edu	Wakerly Service Learning Workshop	Pittsburgh
Mark	Hutson	mphutson@wisc.edu	SLMPLA	Wisconsin
Mark	Rooney	markrooney@att.net	SLMPLA	Toledo
Matt	Plummer	matts71mach1@yahoo.com	Lifestyle & Education Workshop	Kansas State
Matt	Spangler	mattspanglr@gmail.com	SLMPLA	Penn State
Matthew	Borum	mattersonline@ou.edu	Wakerly Service Learning Workshop	Oklahoma
Matthew	Pisoni	mpisoni@purdue.edu	Elevate Recruitment Workshop	Purdue
Matthew	Shaffer	mrshaffer@ucla.edu	Elevate Recruitment Workshop	UCLA
Matthew	Vaughn	mpvaughn@uw.edu	Finance Workshop	Washington
Max	Puntil	rmp65@pitt.edu	Wakerly Service Learning Workshop	Pittsburgh
Michael	Behm	behm.39@buckeyemail.osu.edu	Lifestyle & Education Workshop	Ohio State
Michael	Hilyard	michael.hilyard13@gmail.com	Elevate Recruitment Workshop	Toledo
Michael	Kielpikowski	kielpikowskim@msoe.edu	Elevate Recruitment Workshop	MSOE
Mohammed	Saleem	msaleem@hawk.iit.edu	Lifestyle & Education Workshop	Armour
Nathaniel	Anderson	nathana120@ksu.edu	Elevate Recruitment Workshop	Kansas State
Nathaniel	Sharrow	njsharrow14@gmail.com	Wakerly Service Learning Workshop	Penn State Behrend
Nicholas	Montez	namontez@uwm.edu	SLMPLA	UWM
Nihaal	George	georgenp@rose-hulman.edu	Wakerly Service Learning Workshop	Rose Tech
Nick	Armstrong	nickarmstrong888@gmail.com	SLMPLA	Washington
Nicholas	Nyholm	nnyholm3564@hotmail.com	SLMPLA	Nebraska
Nikolas	Pardoe	pardo020@umn.edu	SLMPLA	Minnesota

First Name	Last Name	Email	Track	Chapter
Paul	Paul-Obelley	iampaulobelley@gmail.com	SLMPLA	Houston
Paulo	Kodaira	psassman@hawk.iit.edu	SLMPLA	Armour
Prathyush	Shankar	prathyush@utexas.edu	Elevate Recruitment Workshop	Austin
Riddock	Moran	moran.riddock@gmail.com	Elevate Recruitment Workshop	Nebraska
Robert	Kramer	kramer.604@osu.edu	Elevate Recruitment Workshop	Ohio State
Ross	Morrison	rossmorrison77@gmail.com	Wakerly Service Learning Workshop	Washington
Ryan	Skop	ryanskop@umich.edu	SLMPLA	Michigan
Samuel	Penwell	samuelpenwell@ou.edu	SLMPLA	Oklahoma
Sean	Arnoldt	arnoldts@msu.edu	Wakerly Service Learning Workshop	Michigan State
Sean	Cramer	spcramer@uwm.edu	Wakerly Service Learning Workshop	UWM
Shawn	Byrnes	irishluck601@hotmail.com	Lifestyle & Education Workshop	Houston
Spencer	Elkington	spelkington@gmail.com	SLMPLA	Utah
Stefan	Moses	lin00063@umn.edu	Lifestyle & Education Workshop	Minnesota
Steven	Lee	steven.lee99815@gmail.com	SLMPLA	Kansas
Stormy	Ford	s315f192@ku.edu	SLMPLA	Kansas
Theodore	Crawford	crawfo76@purdue.edu	Elevate Recruitment Workshop	Purdue
Thomas	Lee	tomlee8116@gmail.com	SLMPLA	Illinois
Tim	Walters	walters.637@osu.edu	Finance Workshop	Ohio State
Tom	Coski	coskitx@mail.uc.edu	SLMPLA	Cincinnati
Trevor	Devine	trevor.devine@pitt.edu	Lifestyle & Education Workshop	Pittsburgh
Tristan	Hull	tristan.a.hull@gmail.com	Lifestyle & Education Workshop	Oklahoma
Triton	Wolfe	triton.wolfe@gatech.edu	SLMPLA	Georgia Tech
Tyler	Rist	risttyle@msu.edu	Finance Workshop	Michigan State
William	Shoaf	shoaf.46@osu.edu	SLMPLA	Ohio State
Will	Moen	wmoen@wisc.edu	Lifestyle & Education Workshop	Wisconsin
Zachary	Byrd	zachary.byrd@gatech.edu	Elevate Recruitment Workshop	Georgia Tech
Zachary	Ricker	zricker20@gmail.com	Wakerly Service Learning Workshop	Cal Poly Pomona
Zachary	Trouba	zachtrouba@gmail.com	Elevate Recruitment Workshop	Nebraska